



Educator Vacancy May 2023

Screen 21-Educator Vacancy of the MOSIS October Educator Core data collection lists the status of vacant elementary and secondary (not adult) educator positions for the current school year and how those positions were filled (appropriately or inappropriately certified¹) or left vacant. The Office of Educator Quality within DESE uses this information for state reporting purposes such as the Educator Vacancy Report and the Recruitment and Retention Report. More importantly, DESE uses this information to better understand particular issues and needs regarding Missouri's educator workforce in order to inform recruitment strategies that support and benefit school districts and charter schools.

This year's data reflects a 72.0% response rate. Those districts who responded this year employ approximately 58,000 teachers or 80.5% of those in the state, and serve over 733,000 students or 81.6% of Missouri students. Three areas with the largest number of vacancies were Elementary Education, Special Education, and Physical Education. The last two columns in the following table list the regions² where vacancies filled with inappropriately certified or left vacant are the highest along with the number of FTE in that category for the region (ie: KC42 represents 42 FTE's inappropriately certified in Kansas City for Elementary Education).

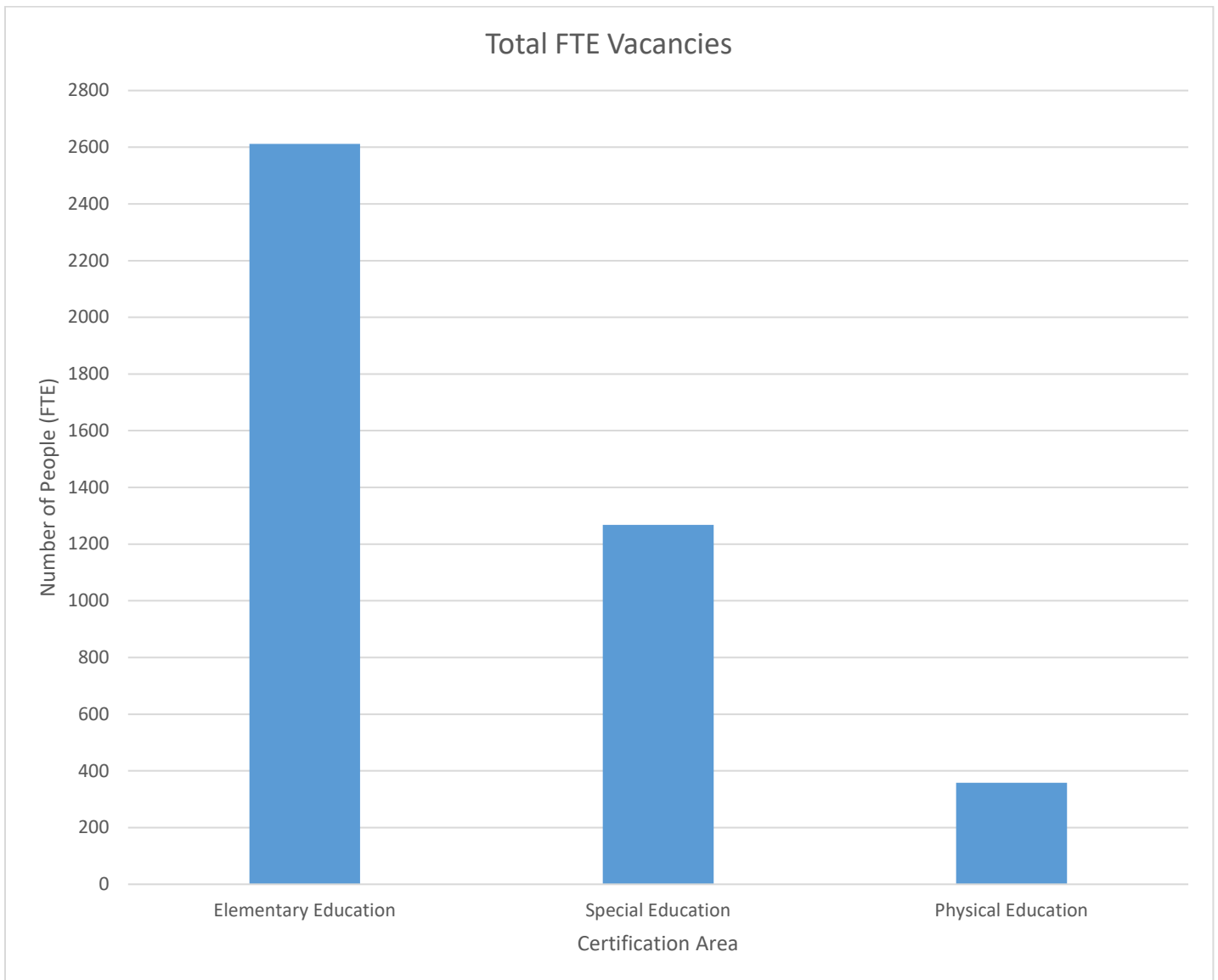
Content Area	Inappropriately Certified	Left Vacant	Inappropriately Certified	Left Vacant
Elementary Education	186	55	C20, KC42, NW13, SC33, SE15, SW13, STL14, WC22	
Special Education	78.5	128	NE19	C35, NE1, NW3, SC2, STL59
Science	59.5	19		
Physical Education	43	7		
Middle School Mathematics	42	27		
Secondary Mathematics	38.21	14.29		
Business	32.5	7		
Language Arts	31.5	21.5		
English	31	15		
Art	25.5	8.5		
Secondary Social Science	25.5	4.5		
Counselor - Elementary	25	4		
Early Childhood Education	24.5	8		
Middle School Social Science	23	3		
Library Media Specialist	21.5	6		
Biology	21.34	12		
Counselor - Secondary	17	8.9		
Music - Vocal	15.98	10.2		SE3
Earth Science	14.83	2		
Family & Consumer Science	13.5	3		
Music - Instrumental	12.75	4.5		
English Language Learners	10.66	13		NE1, WC4

¹ Inappropriately Certified is anyone teaching in any subject area or grade level for which they are not certified. (Teachers with Temporary or Provisional Certificates would be considered appropriately certified if they are teaching in the correct subject area and grade level)

² Regions: C=Central, KC=Kansas City, NE=Northeast, NW=Northwest, SC=South Central, SE=Southeast, SW=Southwest, STL=St. Louis Region, WC=West Central

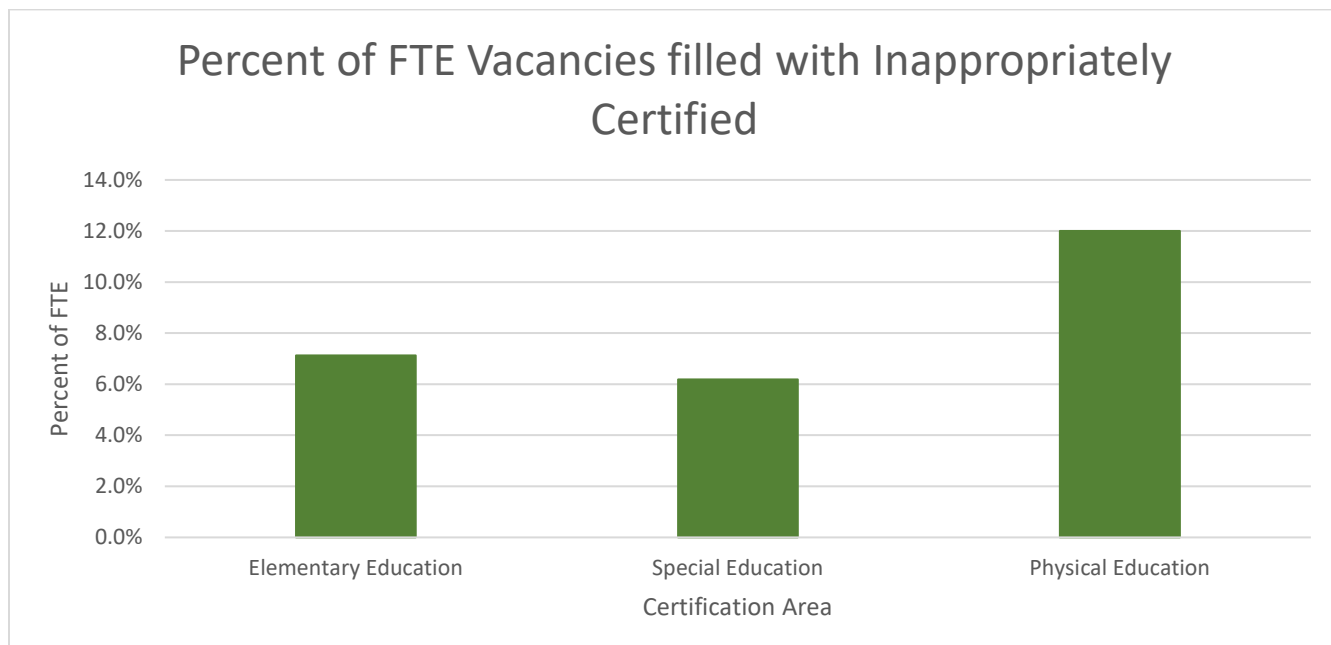
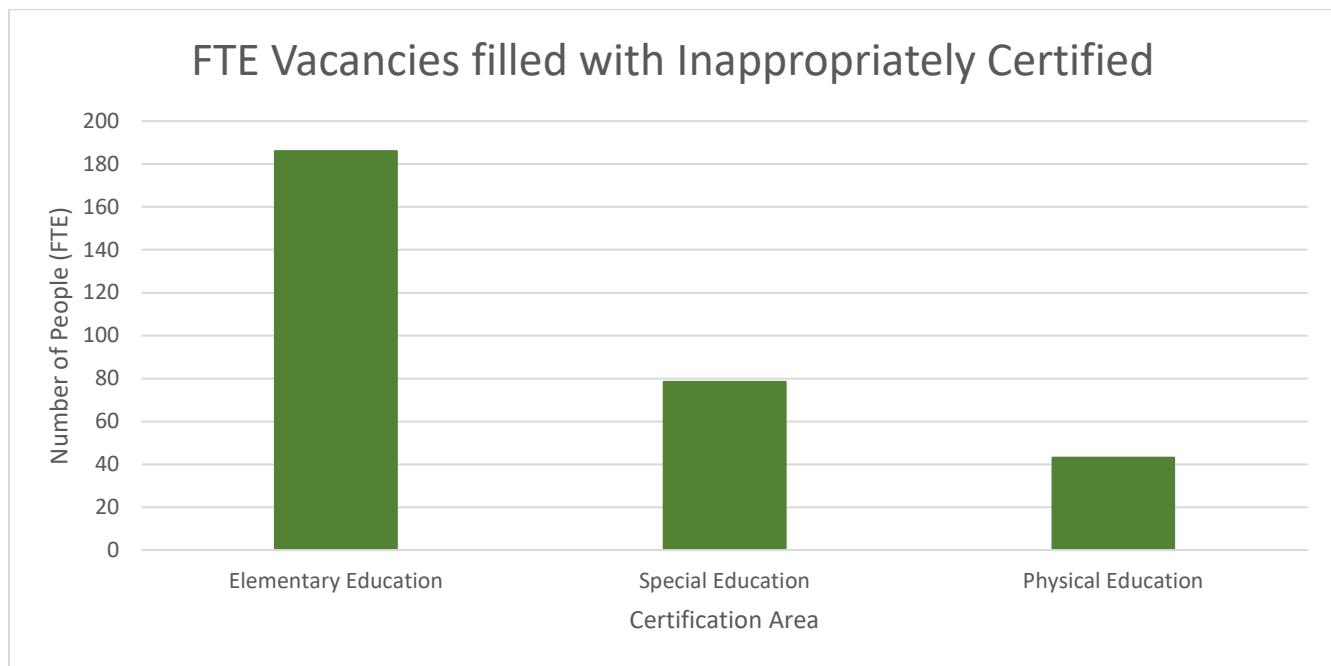
Statewide Total Vacancies

The following graph shows the number of vacancies statewide for the three certification areas with the highest numbers of FTE vacancies in the state. There were 2,611.6 vacancies in Elementary Education, 1,268.0 vacancies in Special Education, and 358.4 vacancies in Physical Education.



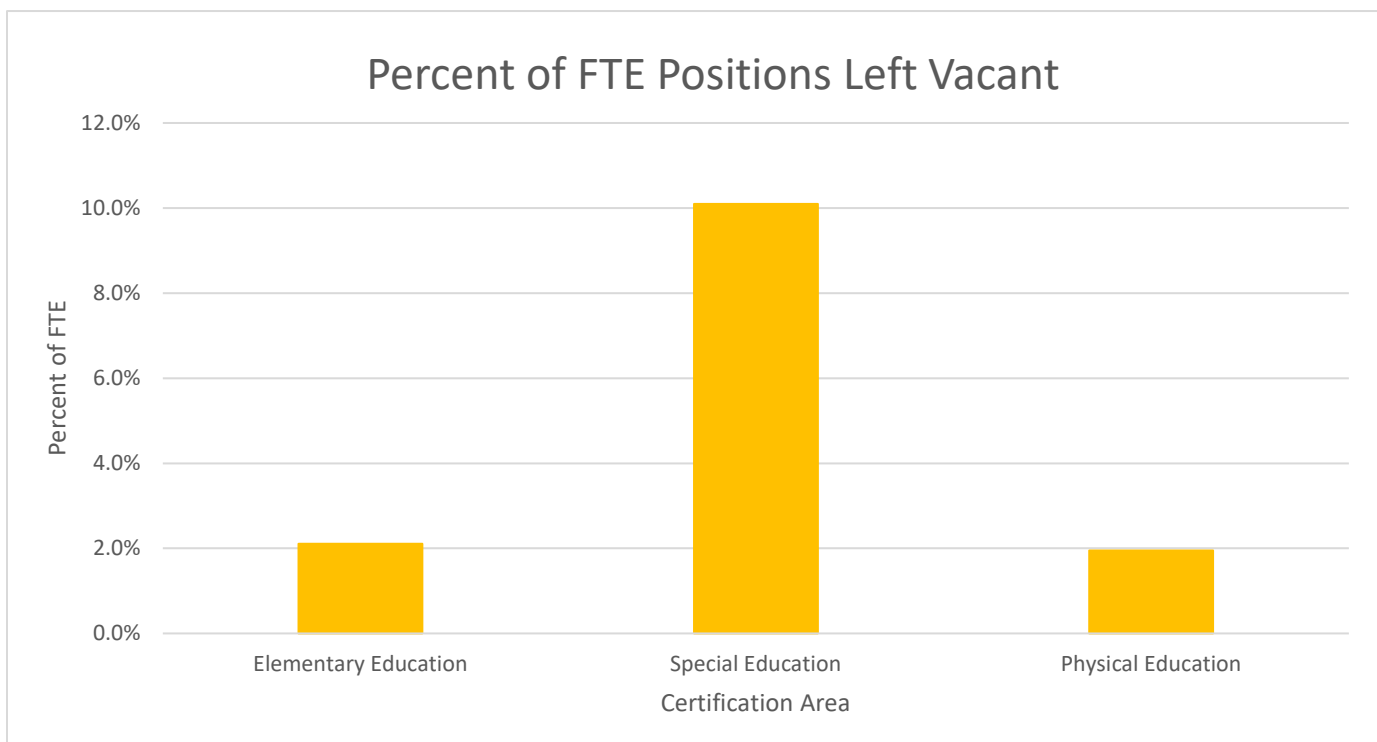
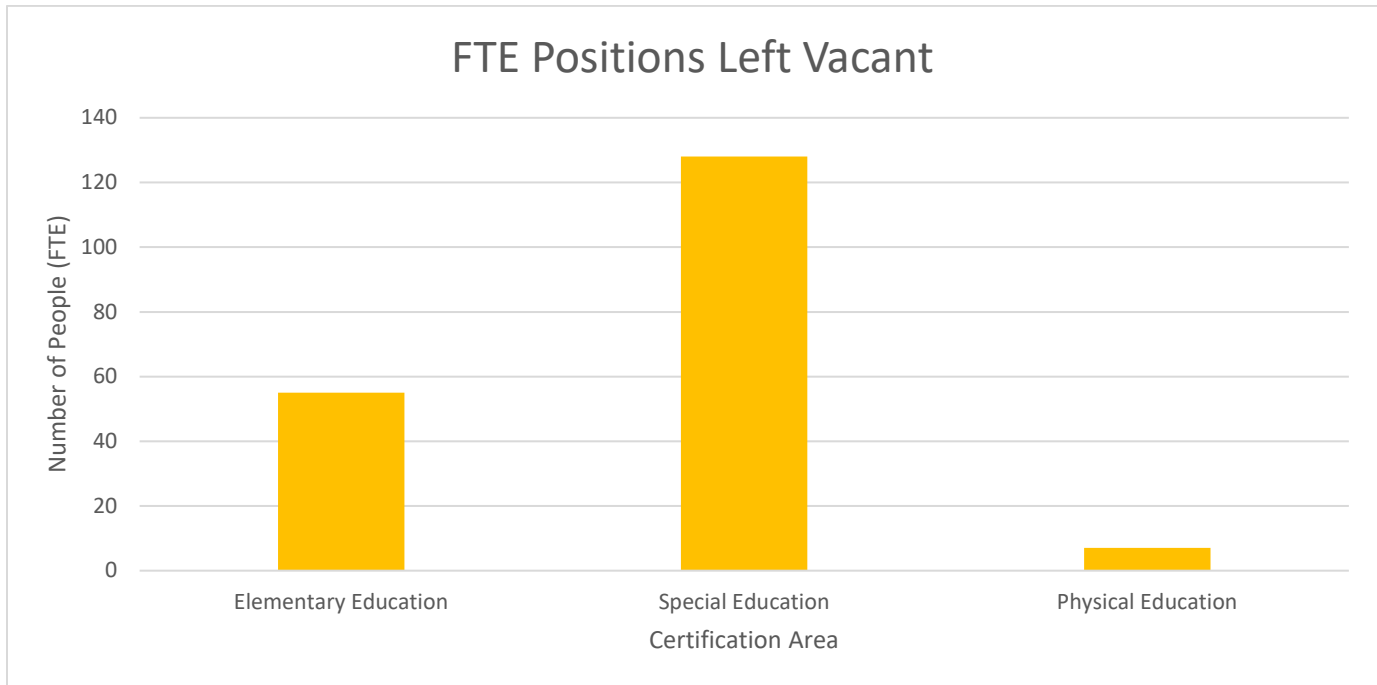
Vacancies Filled with Inappropriately Certified

The first of the following graphs shows the number of FTE vacancies filled with inappropriately certified teachers for Elementary Education, Special Education, and Physical Education. The second graph shows the percentage of the total vacancies for each certification area that were filled with inappropriately certified teachers. For example, of the 2,611.6 total vacancies in Elementary Education, 186.0 were filled with inappropriately certified teachers which is 7.1% of the total 2,611.6 vacancies in that certification area.



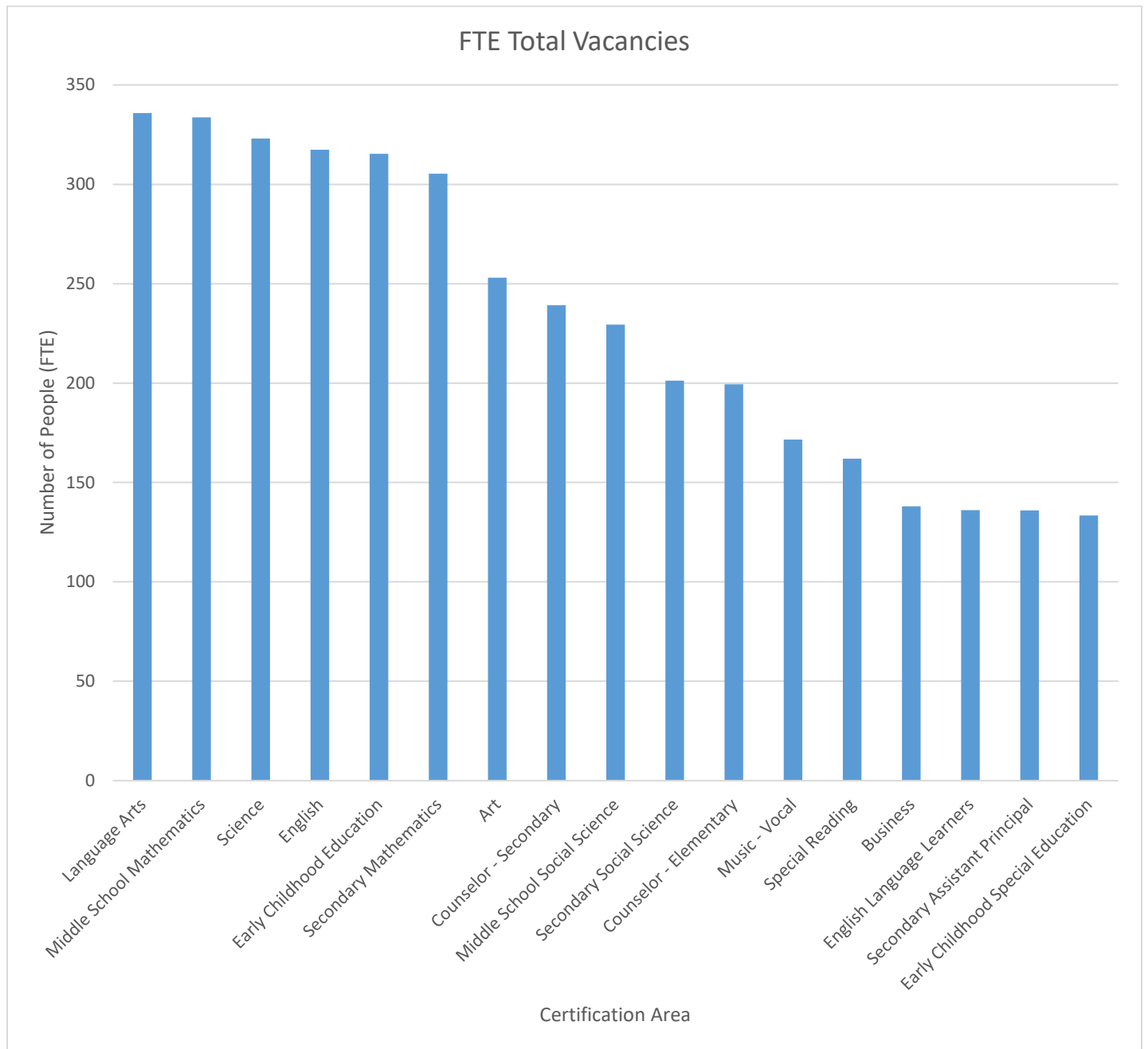
Positions Left Vacant

The first of the following graphs shows the number of FTE positions left vacant for Elementary Education, Special Education, and Physical Education. The second graph shows the percentage of the total positions for each certification area that were left vacant. For example, of the 2,611.6 total positions in Elementary Education, 55.0 were left vacant which is 2.1% of the total 2,611.6 vacancies in that certification area.



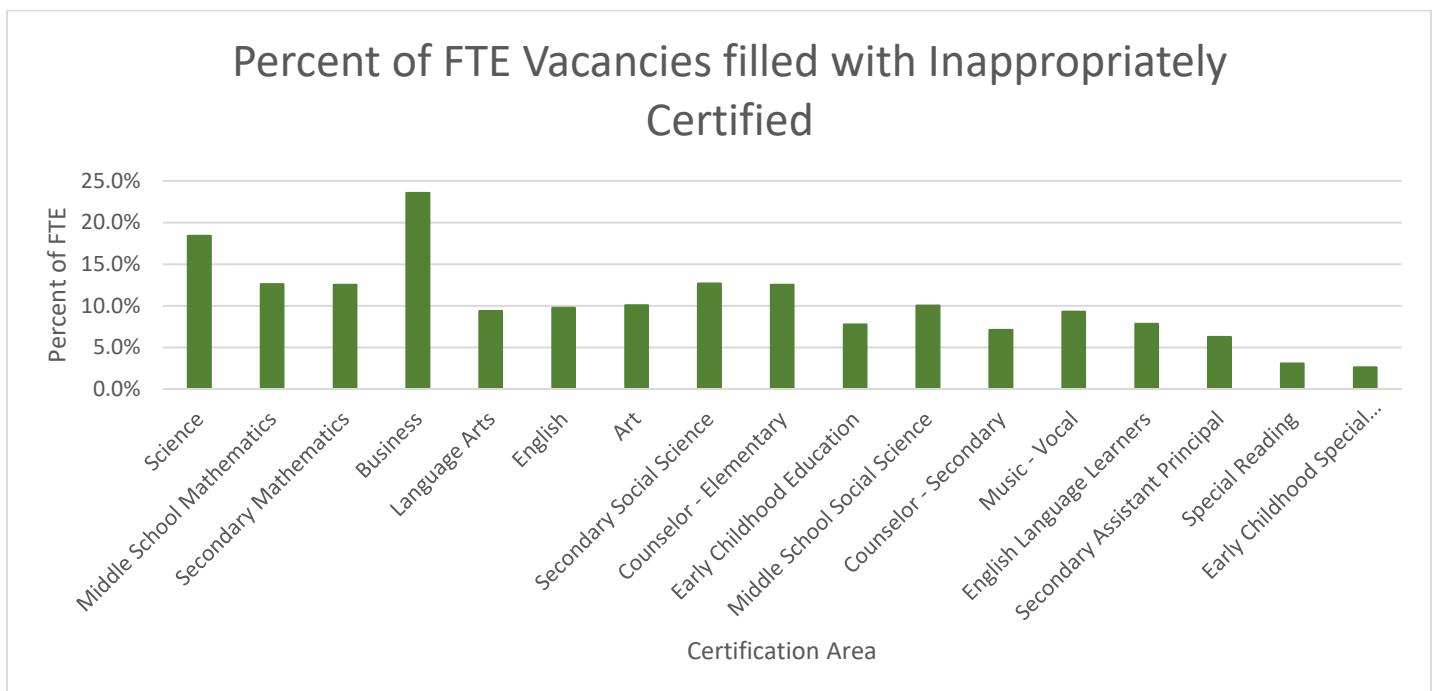
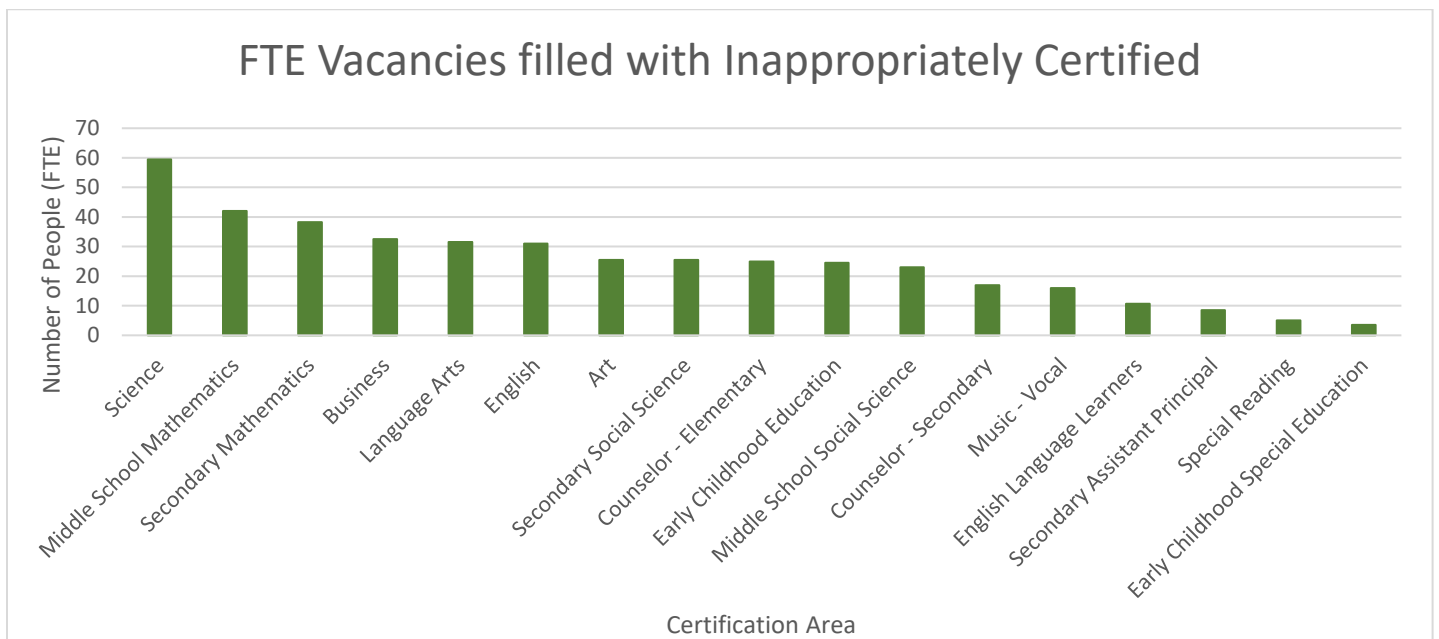
Statewide Total Vacancies

The following graph shows the number of FTE vacancies statewide for the next 17 certification areas with the highest numbers of vacancies in the state in order from greatest to least. The scale on this graph goes to 350, compared to a scale of 2,800 on the earlier graph for Elementary Education, Special Education, and Physical Education.



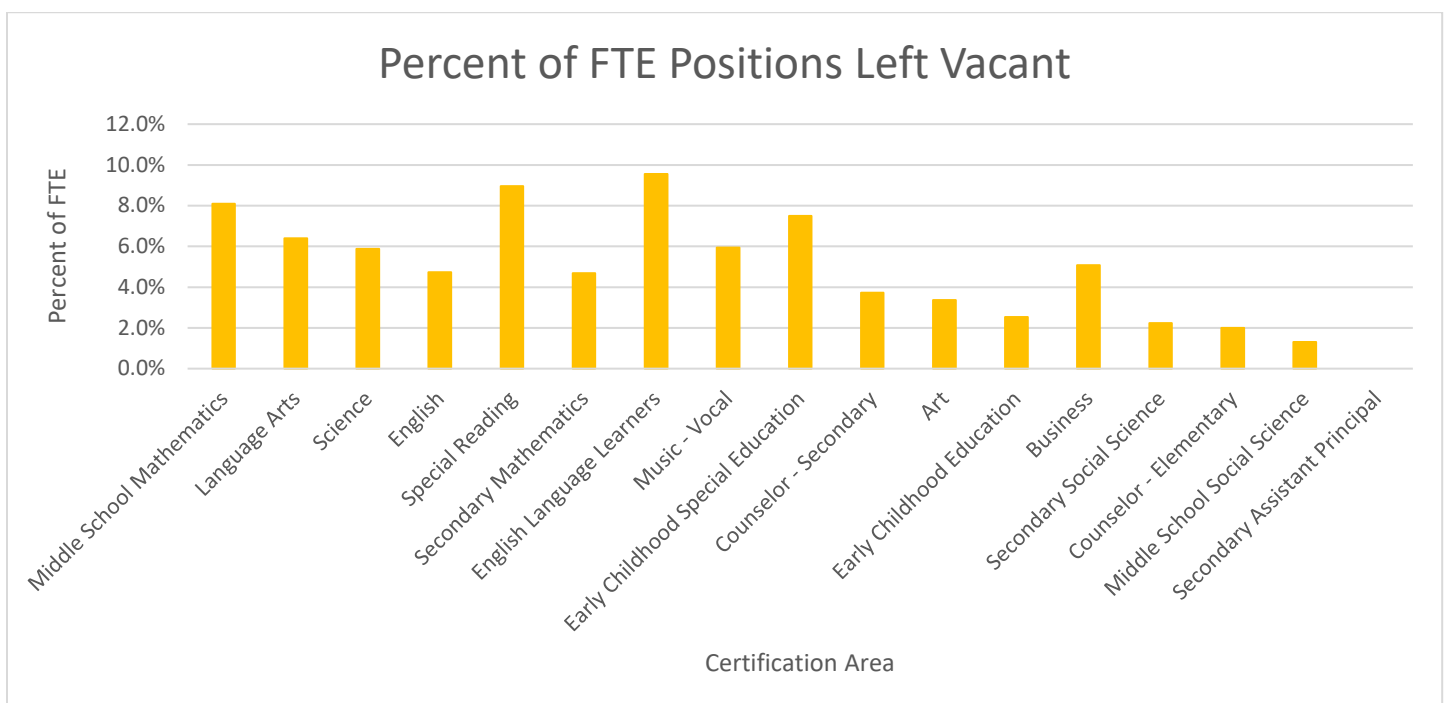
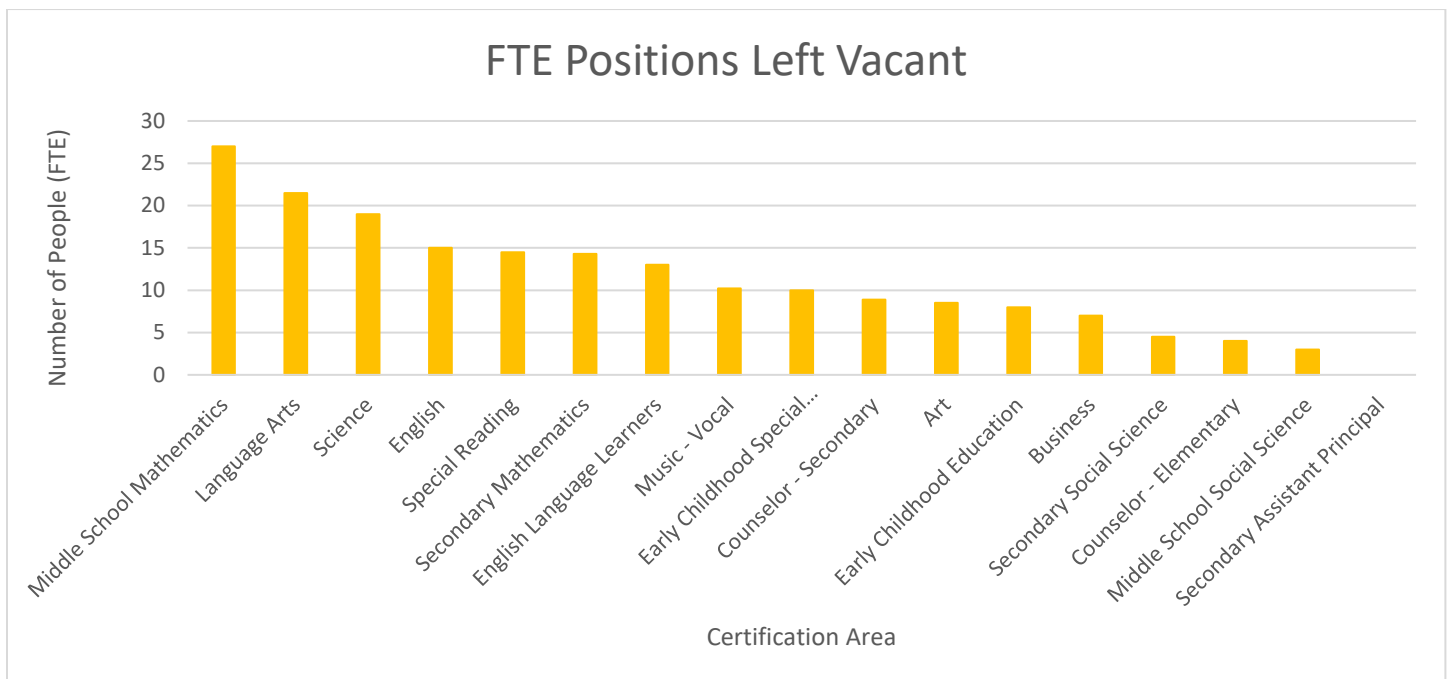
Vacancies Filled with Inappropriately Certified

On the following graphs, the certification areas are ordered from greatest to least by the number of FTE vacancies filled with inappropriately certified teachers. The first graph shows the number of FTE vacancies filled with inappropriately certified teachers for each certification area. The second graph shows the percentage of the total vacancies for each certification area that were filled with inappropriately certified teachers. For example, of the 323.0 total vacancies in Science, 59.5 were filled with inappropriately certified teachers which is 18.4% of the total 323.0 vacancies in that certification area.



Positions Left Vacant

On the following graphs, the certification areas are ordered from greatest to least by the number of FTE positions left vacant. The first graph shows the number of FTE positions left vacant for each certification area. The second graph shows the percentage of the total positions for each certification area that were left vacant. For example, of the 333.63 total positions in Middle School Mathematics, 27.0 were left vacant which is 8.1% of the total 333.63 vacancies in that certification area.



Key Findings

- Statewide, the largest number of FTE vacancies for 2022-23 were in the certification areas of Elementary Education, Special Education, and Physical Education which were also the three largest in 2021-22.
- Many certification areas with lower numbers of FTE vacancies have higher percentages of those vacancies filled with inappropriately certified teachers or left vacant for both the 2021-22 and 2022-23 school years.
- Physical Education has a higher percentage of FTE vacancies filled with inappropriately certified teachers than Elementary Education and Special Education for both the 2021-22 and 2022-23 school years.
- Special Education has a higher percentage of FTE positions left vacant than Elementary Education and Physical Education for both the 2021-22 and 2022-23 school years.
- For 2022-23 Business, Science, Secondary Social Science, Middle School Mathematics, and Elementary Counselor have the highest percentages of FTE vacancies filled with inappropriately certified teachers in that order. In 2021-22, the areas with the highest percentages of FTE vacancies filled with inappropriately certified teachers were Technology Education, Business, Industrial Technology, Chemistry and Middle School Social Science in that order.
- For 2022-23 English Language Learners, Special Reading, Middle School Mathematics, Early Childhood Special Education, and Language Arts have the highest percentages of FTE positions left vacant in that order. In 2021-22, Drivers Education, School Psychological Examiner, Deaf and Hard of Hearing had the highest percentages of FTE positions left vacant in that order.